

STATEWIDE POLICY

SECTION 3: SICK LEAVE AND HEALTH CARE APPOINTMENTS

Table of Contents

[General Information](#)

[Eligibility](#)

[Accrual](#)

[Use of Sick Leave](#)

[Inability to Return From Medical Leave](#)

[Effect on Transfers on Accrued Sick Leave](#)

[Effect of Separation on Accrued Sick Leave](#)

[Health Care Appointments](#)

3A. General Information

Employees shall earn sick leave and be eligible to take sick leave in accordance with [Idaho Code § 67-5333, 59-1603, 59-1605](#), and IDHR Rule 240.

3B. Eligibility

Employees must meet the criteria to qualify as eligible for benefits in order to accrue sick leave. Some employees are ineligible for sick leave, such as:

- Employees who regularly work less than 20 hours per week; or
- Employees who are in non-pay status (i.e. on unpaid leave of absence); or
- Temporary employees who are hired to work less than five months, regardless of number of hours worked per week.

An employee who is originally not expected to work five months but who does so is entitled to receive sick leave benefits retroactively in accordance with the above accrual rates.

3C. Accrual

Sick leave shall accrue at the rate of .04615 hours per hour worked or paid (with the exception of paid compensatory leave).

To calculate your sick leave accrual in any one pay period, take the number of hours paid to you (excluding compensatory time taken, on-call taken, and earned administrative leave) and multiply it by 0.04615. For example, an employee who works 80 hours (ACT) in a pay period earns 3.7 hours of sick leave (calculated by multiplying 80 by 0.04615).

Employees earn sick leave while on paid vacation or paid sick leave.

Sick leave accrues without limit.

3D. Use of Sick Leave

When possible, employees are expected to plan time away from work by notifying their supervisor in advance prior to the absence. For example, when scheduling a routine doctor's appointment or planned surgery an employee's supervisor should be consulted.

Sick leave may only be used in cases of the employee's actual illness or disability or other health reasons necessitating the employee's absence from work. In addition, an employee may also use sick leave when needed to attend to a family member's serious illness, disability, or death and funeral in the family. Eligibility to use sick leave includes self, spouse, child, foster child, parent, brother, sister, grandparent, grandchild, or the same relation by marriage. (Ref. IDHR Rule 240.02)

3D1. Limitations on Sick Leave Use.

3D1a. Employees may not use sick leave for time off due to adoption or foster care placement unless the child has a medical condition requiring care

3D1b. Sick leave cannot be used in lieu of vacation leave. If an employee exhausts accrued sick leave, the employee must use other accrued leave balances prior to the employee receiving leave without pay (unless the employee is on approved Family and Medical Leave or absent due to a work-related illness or injury).

3D1c. Sick leave cannot be taken in the same pay period in which it is earned.

3D1d. Sick leave may not be utilized if it will result in pay in excess of the employee's normally scheduled workweek. For example, if a full-time employee calls in sick on Monday, then works 9 hours per day on Tuesday through Friday, that employee's timesheet would reflect:

	SUN	MON	TUE	WED	THUR	FRI	SAT	TOTAL
ACT			9	9	9	9		36
SIC		4						4
								40

3D2. Use Parameters for Executive Employees Only. Employees designated as Executive shall not use accrued sick leave in less than half day increments. For example, if an Executive employee works for 6 hours, and takes the remainder of that day off due to a qualifying illness, no accrued sick leave is used. Conversely, if an Executive employee works for 2 hours, and takes the remainder of the day off due to a qualifying illness, then 6 hours of accrued sick leave is used.

3D3. Managing Sick Leave. Patterns or excessive absences can negatively impact individual performance and the Agency's services. Therefore, a supervisor who suspects an employee is abusing sick leave may:

- Require the employee to provide a doctor's note justifying the absence; or
- Investigate an employee's suspected sick leave abuse and address any misuse or abuse as necessary. (Ref. IDHR Rule 240.04)

3D3a. Any employee who is on approved sick leave and is found to be working at another job, or is using sick leave for purposes other than illness or injury, shall be subject to disciplinary action up to and including dismissal.

3E. Inability to Return from Medical Leave

Employees off work due to their own or a family member's illness or injury are required to keep the Agency informed as to their health status and intent to return. During that time period, sick leave or other accrued leaves may be used.

3E1. Required Physician Notes. During the employee's medical leave, the Agency may require updated physicians' statements regarding the employee's expected date of return to work.

3E2. Employee Unable to Return to Work. If an employee is unable to return to his regular work duties (with or without accommodation) after six months or after exhausting accrued sick leave, whichever is longer, the employee will be medically laid off. (Ref. IDHR Rule 241.02)

3E1a. Employees may not use leave without pay, FMLA, or time spent in a light or alternate duty positions, to extend the medical layoff date.

3F. Effect of Transfers on Accrued Sick Leave

Accrued sick leave transfers with employees when they transfer from one State agency to another.

3G. Effect of Separation on Accrued Sick Leave

When employees leave State service, all accrued and unused sick leave will be forfeited, except as provided in Idaho Code § 67-5333 (i.e., separation due to retirement).

3G1. Reinstatement of Sick Leave. If an employee returns to credited state service within three (3) years of separation, all sick leave forfeited at time of separation will be reinstated. [Ref. Idaho Code § 67-5333(1c)]

3H. Health Care Appointments

As an added benefit, the Agency offers up to two (2) hours of paid leave to employees who are eligible to accrue vacation and sick leave for qualifying health care appointments, without charging said leave to accrued sick leave. Such leave is coded as MDA on an employee's timesheet.

3H1. MDA Use Restriction. MDA may not be used if it will result in payable hours in excess of the employee's regularly scheduled workweek. For example: a full-time employee works the regularly-scheduled 8 hours Monday thru Thursday, for a total of 32 hours worked. On Friday, the employee attends a medical appointment for 2 hours, and then works 7 hours. The employee's timesheet for that week would reflect 39 hours ACT (actual time worked) and 1 hour MDA, for the weekly total of 40 hours. Had that same employee worked 6 hours on Friday, and been at the appointment for 2 hours, the employee would code 38 hours ACT and 2 hours MDA.

The restriction that MDA not be used if it will result in payable hours in excess of the employee's regularly scheduled workweek does not apply in situations in which an employee's on-call status, or time worked while on-call, would cause the employee to not receive the MDA benefit.

3H2. Qualifying Criteria. For a health care appointment to qualify as MDA, the following criteria must be met:

- The time off work must be to attend a personal or family member's medical, dental, or optical examination or treatment. (Family member is defined above.)
- MDA use is limited to occasional appointments. Occasional appointments are those that occur at irregular or infrequent intervals, such as an annual optical exam or semi-annual dental cleaning.
- MDA may be used for only initial health care visits; any follow-up visits or recurring appointments (i.e. monthly orthodontia exams) do not qualify for MDA use.
- Employees must have "actual hours worked" on the day they utilize the medical appointment (MDA) benefit.
- Employees must be eligible to accrue vacation and sick leave to be eligible for MDA.
- MDA may be used for the free Employee Assistance Program (EAP) appointments as provided in the state's Behavioral Health Program (provided such use does not exceed the total allowed MDA hours per calendar year).

3H3. Employees' Responsibilities. Employees are expected to schedule their appointments with the least disruption to the work schedule. When possible, leave for a health care appointment must have the prior approval of the supervisor.

3H4. MDA Abuse. Patterns or excessive absences can negatively impact individual performance and the Department's services. Therefore, a supervisor who suspects an employee is abusing MDA leave may:

- Require the employee to provide a doctor's note justifying the absence;
- Investigate an employee's suspected MDA abuse and address any misuse or abuse as necessary; or
- Disallow current and future use of MDA. (Consultation with Department's Human Resources is required.)

3H5. MDA Limitations. Employees are allowed a maximum of 12 hours of MDA per calendar year (beginning with the first pay period paid of each calendar year).